

Human Rights Legal Support Centre Board of Directors – Meeting Minutes

Date: February 11, 2026

Time: 4:30 PM – 7:30 PM

Where: Virtual Meeting (Zoom)

Chair: Ena Chadha

Vice Chair: Mary Joe Freire

Attendees: Michelle Tan
Evelyn Ball
Sandi Bell
Remi Warner
Bessie Mavroutsikos

Martial Moreau
Bryan Beatty
Tamar Witelson
Stephanie Reyes (minutes)

Regrets: Gary Pieters

Guests: Robert Preduta, Ginella Massa, Christopher Williams,
Naorina Hussain

Item	Discussion
1	Land Acknowledgement Land Acknowledgement by Bryan Beatty.
2	Consent Agenda Items <ul style="list-style-type: none"> a) Approval of February 11, 2026, Board of Directors Meeting Agenda b) Approval of December 8, 2025, Board Meeting Minutes c) Conflict of Interest Check d) Cross-Appointee Report – Sandi Bell e) Judicial Review & Appeals Chart f) Case Summaries

	<p>g) ISOC Report h) Administrative Attestation i) Financial Attestation</p> <p>Motion: to approve the consent agenda items. M/S: Sandi Bell / Michelle Tan Motion Carried.</p>
3	<p>Chair's Discussion Topics:</p> <p>a) Meeting with OHRC b) MAG Letter of Direction to Chair c) OBP 2025-2026 Revisions d) MAG-HRLSC MOU</p> <p>The Chair presented the MAG-HRLSC MOU.</p> <p>Motion: to approve-in-principle the new MOU subject to directing the Chair to raise updated Letter of Direction with Attorney General. M/S: Bryan Beatty / Michelle Tan Motion Carried.</p>
4	<p>Operational Business Plan (2026-2029)</p> <p>The Executive Director, Remi Warner and Manager of Communications, Ginella Massa, presented an overview of HRLSC's 2026-2029 OBP. The Board approved, in principle, subject to a few minor edits.</p> <p>Motion: to approve the 26-29 OBP, in principle, subject to a few minor edits. M/S: Mary Joe Freire / Martial Moreau Motion Carried.</p>
5	<p>Financial Report, YTD Actuals, and Treasurer Report</p>

	<p>The Chief Administrative Officer, Bessie Mavroutsikos and Treasurer, Martial Moreau presented the financial report, YTD actuals, and Treasurer’s Report.</p> <p>Motion: acceptance of the financial report and YTD actuals M/S: Evelyn Ball / Sandi Bell Motion Carried.</p>
6	<p>Digital Service Delivery System Procurement</p> <p>The Executive Director, Chief Administrative Officer, IT Consultant & Resource Development Specialist gave an overview of the Digital Service Delivery System procurement process and discussed next steps.</p>
7	<p>Management Update</p> <p>The Executive Director, Remi Warner and guests gave updates on the following:</p> <ul style="list-style-type: none"> a) Demographic Data Collection Pilot – Remi Warner & Christopher Williams b) HR & Labour Relations – Bessie Mavroutsikos c) IT & JTS Onboarding and CTT v5 Launch – Bessie Mavroutsikos d) Legal Service Delivery Updates (EIMS, MEET, New SDGs, Merit Hearing Attention – Remi Warner e) Board Meeting Date Timing for tabling of Annual Report and Fiscal Year Budget – Remi Warner and Bessie Mavroutsikos f) HRLSC Update (Supplementary Written Update) on Internal Staff Team Building & Engagement Survey & Related Action Plans, including Internal Communication Plan & RTO Update – Remi Warner
8	<p>In-Camera Discussion</p>

	<ul style="list-style-type: none"> i. Executive Director Performance Appraisal Process Update ii. Board Planning
9	<p>2025-2026 Meetings</p> <ul style="list-style-type: none"> • In-person Spring Meeting – April 13th
10	<p>Adjournment of February 11, 2026, Board of Directors Meeting</p> <p>Motion: to adjourn the meeting M/S: Michelle Tan / Tamar Witelson Meeting was adjourned.</p>

M/S = Moved/Seconded, **MAG** = Ministry of Attorney General, **OHRC** = Ontario Human Rights Commission, **OBP** = Operational Business Plan, **YTD** = Year-to-date, **HR** = Human Resources, **IT** = Information Technology, **JTS** = Justice Technology Services, **CTT** = Client Tracking Tool, **EIMS** = Early Intervention and Mediation Services, **MEET** = Mediation, Early Resolution & Experiential Training, **SDG** = Service Delivery Guideline, **LFO** = Law Foundation of Ontario